**Creating AppSec Talent (Next $100K Professionals) – Adrian’s Notes**

**Supporter**

1. Formalise Recruitment Opportunities
   1. Portal for Career Advice (including career path and networking opportunities)
   2. List Resources Ref: “A Quick Developers Guide for OWASP Projects” Infographic
2. Bring University’s into Global AppSec & Training Spec
3. Go to Capture the Flag, University Challenge and other youth events.
4. Non University Venues (Primary, Secondary and Tertiary level activities, maybe apprenticeships)
5. Prepare Curriculum

**Managers**

1. Cultivate Security Culture
2. How to show benefits of security as bringing value?

**Relationships**

**Main Outcomes**

1. Education as a Path
2. Educate Managers & Directors (Board Level)
3. Develop the Security Culture
   1. Make reciprocal agreements with other professional bodies (piggy back joint ventures)
   2. Use industrial regulator or other standards
   3. Market these resources aggressively
4. Diversify Language
   1. Git Plugin for Internationalisation
5. Design Targeted Accessible Resource Sheets (Reference “A Quick Developers Guide for OWASP Projects” Infographic
   1. How to get Management on Board?
   2. AppSec for Developers
   3. Resource Menu for Educator’s (Primary -> Tertiary)
   4. How to transition from other careers

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Creating AppSec Talent (next 100k professionals) – Mark’s Notes

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outcomes:

- path for organizations to bring more people into appsec

- what do recruiters need to do

we need a large number of people getting into AppSec

there is a lack of mid-level teamleader, managers

conversion masters - coming from another field

bioinformatics

education pipeline - sponsoring organizations can mentor them

especially for women who are underrepresented

three crowds

- appsec people

- developers

- managers who lead appsec teams

encourage the transition

bottom-up

- make awareness

top-down

- educate the board

owasp - university partnerships

- agreement for universities - OWASP supporters

- agreed on the curriculum

SUMMARY:

- education as a path

- educating managers

- diversify language and internationalization - especially for kids

- designing accesible resource sheets

- market resources and getting them to people